

End of Year Meetings
Management Sciences Dept
(revised 2019)

Instructions:

- Complete this document (on this paper or on a separate typed page).
 - Give it to Mandy by Friday March 22nd
 - Verify the time for your meeting (45 minutes).
 - Attend your meeting.
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Your name: Sarah Easter

1. What was one thing you were pleased about this year in your work at ACU? What made that thing particularly positive in your mind?

There are three things that stick out in my mind, particularly from a teaching standpoint:

- 1) Having the opportunity to co-lead the COBA study abroad trip to Oxford this past June was a very enriching and rewarding experience. The hybrid model utilized for the international business course where students completed most of the background readings and assignments prior to the international experience and then focused on application while in Oxford seemed to work fairly well. Students seemed to really enjoy the different field experiences and the excursion trip to Slovenia was well received.
- 2) The consulting class that Laura Phillips and I designed is being successfully implemented and the trip with students to Costa Rica over Spring Break for their field experience seemed to go very smoothly and be well received by the students. It has been a great partnership thus far and I look forward to reflecting on key learnings after the first pilot course is complete and to hopefully offering future consulting based classes
- 3) My first experience teaching MGMT 330 seemed to go fairly smoothly and, overall, was well received by the students. Taking an applied approach to the content where practitioner based articles were utilized rather than a traditional textbook as well as incorporating guest speakers throughout the term were successes that I plan to implement again in fall 2019.

2. What was one thing that you wish had gone differently this year? Why?

It has been a somewhat frustrating and discouraging experience on the publication front. I continue to aim to publish in very top tier journals, which I understand is a very difficult feat. I have experienced a number of rejections this past year in terms of publication submissions. However, I am continuing to press on. This spring I will be working to submit two separate co-authored papers to *Organization Science* and *Journal of Management Inquiry*. I also have a second round revise and resubmit at *Organization Studies* and I should receive word as to the status of this paper in the next month or so.

3. What is one thing you plan to do next year to enhance or improve your interaction with students (this can be in any form or context including outside activities, changes to class processes, etc.).

I will continue to look for opportunities to interact with students outside of the classroom as I believe this is truly where relationships with students form and develop. I will continue to invite students in my classes into my home each semester, serve as a faculty sponsor for Enactus and co-lead and host a weekly women's bible study in my home.

4. As we enter a new accreditation cycle, what is your plan for your intellectual activity? What topics, etc. do you anticipate possibly exploring?

I hope to be able to successfully publish my dissertation work and then build on this initial platform, with a particular focus on collaborative partnerships across different sectors in order to tackle sustainability challenges. I would like to work to establish more research collaborations in-house such as providing qualitative method expertise to further tease apart and complement many of my colleagues' work that tends to be more quantitatively focused. The ongoing research collaboration with Monty Lynn has been fruitful and we will be moving forward toward publishing this work focused on managing for sustainability after we, hopefully, have the opportunity to present at the Academy of Management conference in Boston this coming summer.

5. Please think about your plans for employment, when you are anticipating retirement or any other job change, as well as any interest you have in leadership or administrative positions and be ready to discuss these in our meeting.

N/A

6. What (and when) is your next step, if any, in tenure & promotion? If you are untenured and tenure-track, please attach additional pages discussing your year's work and results in teaching, scholarship, service, and collegiality. This should be limited to two pages in most cases.

Teaching

- Continued to make improvements to Business & Sustainability course; included out-of-town trip for first time in January 2019: field trip to Cisco for walking tour with the Cisco Mayor in talking about local sustainability efforts
- Developed International Business Course for European context with high application element and co-led study abroad trip to Oxford, Summer 2019
- Continued to make refinements to Strategic Management course; I have been working to better communicate my high expectations up-front and to offer more consistent feedback through the semester. I have also included two panel sessions to help make the content come to life for the students
- Taught MGMT 330 course for the first time this past fall with a heavy emphasis on application based content; course was well received by the students
- Developed and co-teaching consulting class with field experience to Costa Rica with Laura Phillips
- Preparing for study abroad scouting trip to Eswatini and Rwanda with Katie Wick for June 2019

Scholarship

Below is a list of the papers with which I am actively engaged:

2018 Presentations:

Easter, S. & Lynn, M. Contending with Sisyphus: Institutional work in resistant places. Presented at the 2018 European Group of Organization Studies in Estonia in July

Easter, S., Ceulemanns, K. & Kelly, D. Bridging the research-practice divide to tackle grand challenges: Unraveling the day-to-day work of engaged scholarship. Presented at the 2018 Academy of Management Conference in Chicago

Working Papers:

Easter, S., Ceulemanns, K. & Kelly, D. Bridging the research-practice divide to tackle grand challenges: Unraveling the day-to-day work of engaged scholarship. Preparing manuscript for submission to Journal of Management Inquiry

Easter, S., Murphy, M. & Brannen, M.Y. Navigating across divergent institutional logics in cross-sector partnerships: Bridging in a coalition to end homelessness. Under Second Round Revise and Resubmit at Organization Studies.

Easter, S. & Lynn, M. Contending with Sisyphus: Pursuing sustainable development in a business-as-usual world. Under Review at the 2019 Academy of Management

Easter, S., Brannen, M.Y & Schultz, M. Homelessness as negotiation: Developing shared meaning in cross sector partnerships to tackle grand challenges. Preparing to submit to Organization Science

Service

- Serve as a faculty advisor for ACU Enactus
- Ad Hoc committees:
 - Business & Mission day as a part of Summit: 2019
 - ACU Tedx Curation team, 2019
- Co-chair for 2018-2019 Highland Preaching Minister Search Process
- Co-chair for 2018-2019 COBA BBA Core Task Force
- Co-lead weekly COBA women's bible study at my house
- Member of University Athletics Committee, Academics

- Member of COBA Faculty and Staff Professional Development Committee
- Committee member for three undergraduate honors theses
- Facilitator for women's Sunday morning bible class on a rotational basis at Highland
- Editorial Board Member, Journal of International Business Studies, through 2019

Collegiality

- Spoke at Missions Student Associations Chapel, January 2019
- Presented at Qualitative Research Lunch in Adams Center, November 2019
- Invited colleagues from across campus to participate in 2019 Business & Sustainability course
- Invite students to my house each semester for dessert and games nights
- Working with Monty Lynn on research collaboration
- Working with Katie Wick and Laura Phillips on teaching collaborations

7. What is one thing that I can do to help you thrive in your work?

I continue to struggle to balance between teaching and service expectations alongside research aspirations, particularly in trying to start new projects. This has been a particular challenge this past academic year with the addition of more service expectations and commitments. I would like to continue to discuss and explore innovative ways in regards to teaching schedule in order to better accommodate research productivity.

8. Anything else we need to cover?

N/A